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76-361

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Personnel

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8 MAR 1976

MEMORANDUM FOR: Deputy Director for Operations

FROM :

[REDACTED]

25X1A

VIA : Deputy Director for Administration

19 MAR 1976

Jfb/dw

SUBJECT :

Policy

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1. This memorandum is for information only, and it is intended to reaffirm the long-standing position of the Office

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[REDACTED]

2. It is also the considered opinion of this Office that the language of Headquarters [REDACTED] has served the Agency well through the years; it is a viable statement of policy; and it provides a good mechanism for the handling of [REDACTED]. We took this position in a paper which was prepared for the CIA Management Committee in 1974. I might add that the Regulation provides Agency managers with authority to take a strong position on [REDACTED] and this is reflected in the stand taken by the Office of Communications, which has not recommended retention of an officer since the early 1960's.

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3. Whereas [REDACTED] is a good Regulation, we must admit that the substantive requirements have not always been followed in the recent past, and there has been a much greater tendency to resolve borderline cases in favor of the individual rather than the Agency. As with other aspects of Agency business, there should be a sensible middle course, which balances the recognized inherent security risk factors against the truly unique attributes and special qualifications of the officer [REDACTED]. This Office feels strongly

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that it is the very serious responsibility of the operating component to closely scrutinize the Agency employment background of the requesting employee so that a very conscientious recommendation can be made concerning his or her value to the Organization. Where the information is known to us, we will not hesitate to point out what appears to be obvious weaknesses in a case, but we do not feel that it is within our charter to evaluate the employee's past performance or comment on his future potential. Supporting documentation as to the compelling need for the employee's services must come from the chain of command.

4. From the standpoint of the Office of Security, we have found it somewhat impractical to establish hard and fast guidelines which dictate our handling on future [REDACTED] cases. We are dealing with the human element and there is always room for honest disagreement in specific cases. Please be assured, however, that there will be an extremely close review of all future requests and we will work closely with the Counterintelligence Staff on the overall problem. This Office will not hesitate to identify specific situations where our employee is known to have an unfavorable employment record; derogatory

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5. In summary, this Office continues to be concerned about the implementation of the [REDACTED]. We intend to take a hard look at all future requests, and a strong effort will be made to be more helpful to the senior managers in the Directorate of Operations, who are addressing these difficult decisions.

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